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## JOB VACANCIES AND OVERTIME, AUSTRALIA, FEBRUARY 1996

### SUMMARY OF FINDINGS

#### TREND ESTIMATES OF JOB VACANCIES AND OVERTIME

	'000	Reference date			Per cent change	
		16 Feb. 1996	17 Nov. 1995	17 Feb. 1995	Quarterly	Annual
Job Vacancies	'000	60.5	58.6	60.8	3.3	-0.6
Overtime per employee	hours	1.11	1.12	1.24	-0.2	-10.2
Overtime per employee working overtime	hours	6.92	6.93	7.28	-0.1	-4.9
Percentage of employees working overtime	%	16.10	16.11	17.05	-0.1	-5.6

#### Job vacancies

The trend estimate of *job vacancies* in February 1996 was 60,500. This is a rise of 3.3 per cent from November 1995, and is 4.3 per cent lower than the most recent peak of 63,200 vacancies in November 1994. The trend series is still 15.1 per cent lower than the previous peak of 71,300 vacancies in February 1989.

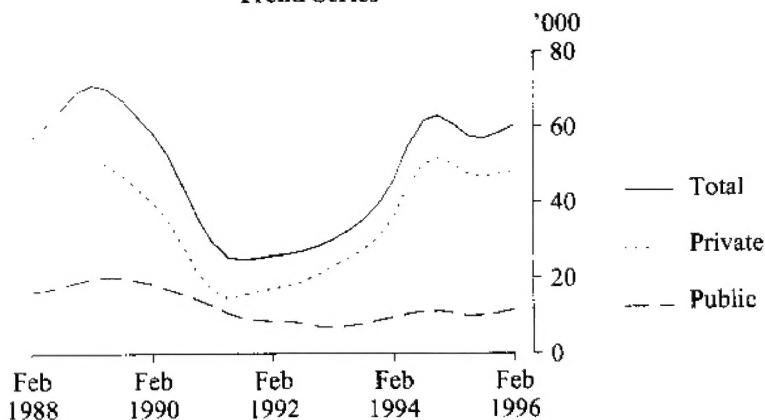
The trend estimate of job vacancies for the *private sector* was 48,600 in February 1996, a rise of 1.8 per cent from November 1995, and is 6.2 per cent lower than the peak of 51,800 vacancies in November 1994.

For the *public sector*, the trend estimate for February 1996 was 11,900 job vacancies, a rise of 9.6 per cent from November 1995. The trend series is 41.3 per cent lower than the peak of 20,300 vacancies recorded in May 1989.

Diagram 1 shows the trend estimates of job vacancies for the private and public sectors and the Australian total. Since February 1991, the growth in job vacancies has been largely concentrated in the private sector. In February 1996, the private sector's relative contribution of 80.3 per cent to the Australian trend estimates, was slightly lower than the peak of 82.5 per cent contribution in May 1995 being the highest recorded level since the inception of the series in February 1984. The lowest recorded contribution level of the private sector was 56.7 per cent for February 1991.

In original terms the *job vacancy rate* in February 1996 was 0.97 per cent, a rise of 12.9 per cent from November 1995 and 4.7 per cent from February 1995.

DIAGRAM 1. JOB VACANCIES, AUSTRALIA  
PRIVATE AND PUBLIC SECTORS, TOTAL  
Trend Series



#### INQUIRIES

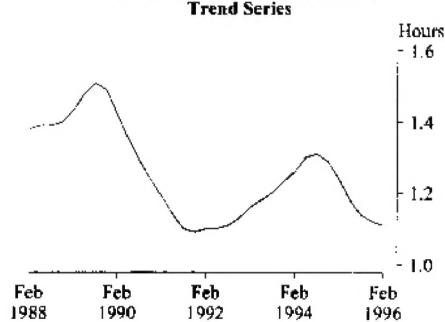
- for further information about statistics in this publication and the availability of related unpublished statistics, contact Reg Gault on Perth (09) 360 5304.
- for information about other ABS statistics and services please refer to the back page of this publication.

### Overtime

All trend estimates of overtime measures fell for the sixth consecutive quarter. The decline may be partly due to the increasing penetration of enterprise agreements in the Australian workforce and the tendency to fold overtime into normal working hours.

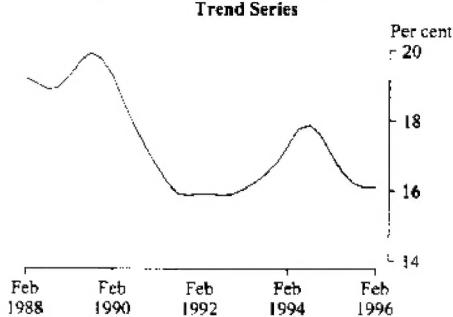
The trend estimate in February 1996 of *average weekly overtime hours per employee* was 1.11 hours, down 0.2 per cent from November 1995 and 10.2 per cent from February 1995 (refer diagram 2).

**DIAGRAM 2. AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE, AUSTRALIA**



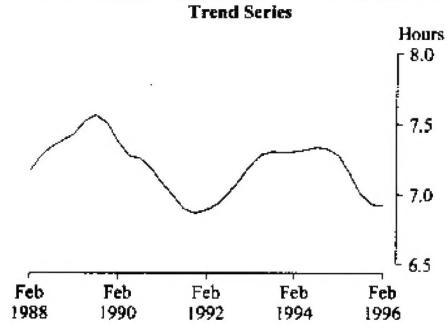
The trend estimate of the *percentage of employees working overtime* was 16.1 per cent, down 0.1 per cent from November 1995, and 5.6 per cent from February 1995 (refer diagram 4).

**DIAGRAM 4. PERCENTAGE OF EMPLOYEES WORKING OVERTIME, AUSTRALIA**



The trend estimate of *average weekly overtime hours per employee working overtime* was 6.92 hours, a fall of 0.1 per cent from November 1995, and 4.9 per cent from February 1995 (refer diagram 3).

**DIAGRAM 3. AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME, AUSTRALIA**




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Note: Trend estimates are subject to revision when data for later quarters become available, and when seasonal adjustment factors are revised. See Explanatory Notes, paragraphs 10 to 13.

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**Australian Statistician**

TABLE I. TOTAL JOB VACANCIES : PRIVATE AND PUBLIC SECTORS, STATES AND TERRITORIES

Reference date	Original series									Seasonally adjusted	Trend series
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.	Australia	
PRIVATE SECTOR											
— '000 —											
<i>1994—</i> 18 November	24.8	11.1	7.8	* 4.1	5.5	* 1.1	* 0.3	* 0.3	55.0	54.5	51.8
<i>1995—</i> 17 February	19.3	11.4	* 8.0	2.0	3.9	* 0.6	* 0.3	* 0.5	46.0	45.8	50.1
19 May	20.8	8.2	4.5	2.6	5.5	* 1.1	* 0.7	* 0.5	43.9	49.2	47.5
18 August	28.6	8.8	7.8	* 2.0	4.2	* 0.4	* 0.6	* 0.3	52.5	48.0	46.9
17 November	21.3	9.4	5.1	1.2	5.9	* 0.7	* 0.4	* 0.8	44.7	44.1	47.7
<i>1996—</i> 16 February	22.5	13.3	5.8	2.3	5.9	* 0.7	0.6	* 0.9	52.0	51.9	48.6
<i>Standard errors(a)</i>											
<i>1996—</i> February Level Change (quarterly)	3.1 3.5	2.4 2.1	1.1 1.4	0.5 0.5	1.2 1.4	0.2 0.3	0.1 0.1	0.5 0.4	4.3 4.5	(b) (b)	(b) (b)
<i>Change (quarterly)</i>											
<i>1995—</i> February	-21.9	2.4	2.4	50.7	-28.7	-47.3	-16.0	71.7	-16.4	-16.0	-3.2
May	7.6	-27.9	43.8	28.8	41.7	95.2	138.9	-0.7	-4.5	7.5	-5.2
August	37.2	6.8	72.0	-20.8	-24.9	-65.3	-17.3	-38.8	19.6	-2.4	-1.2
November	-25.4	7.3	-34.5	-43.1	40.5	78.5	-28.8	171.8	-15.0	-8.2	1.6
<i>1996—</i> February	5.9	40.8	14.7	101.6	1.3	-3.9	45.4	13.5	16.5	17.7	1.8
<i>Change (annual)</i>											
<i>1996—</i> February	16.5	16.4	-27.4	17.1	51.4	16.1	104.6	87.2	13.1	13.3	-3.1
PUBLIC SECTOR											
— '000 —											
<i>1994—</i> 18 November	4.5	1.7	1.5	0.4	1.0	* 0.5	0.3	1.1	11.0	11.1	11.4
<i>1995—</i> 17 February	4.8	2.1	1.5	0.4	0.8	* 0.4	0.3	0.9	11.2	11.3	10.7
19 May	3.1	2.0	1.6	* 0.7	0.7	* 0.5	0.3	0.8	9.8	10.0	10.1
18 August	3.5	1.8	1.6	0.5	0.7	* 0.4	0.4	0.5	9.5	9.2	10.2
17 November	4.1	2.6	1.7	0.4	1.1	0.4	* 0.6	0.6	11.4	11.5	10.9
<i>1996—</i> 16 February	4.3	3.4	1.4	0.4	1.0	* 0.3	0.4	0.7	11.9	12.0	11.9
<i>Standard errors(a)</i>											
<i>1996—</i> February Level Change (quarterly)	0.2 0.2	0.8 0.8	0.1 0.1	0.1 0.1	0.1 0.1	0.1 0.1	0.0 0.2	0.1 0.1	0.8 0.9	(b) (b)	(b) (b)
<i>Change (quarterly)</i>											
<i>1995—</i> February	6.0	24.7	-2.3	14.2	-15.6	-10.8	2.3	-23.8	2.2	1.5	-5.7
May	-34.5	-6.3	9.2	60.9	-18.6	19.8	17.8	-3.7	-12.6	-11.7	-6.2
August	11.0	-8.1	-3.6	-31.8	6.5	-20.2	22.8	-33.2	-3.7	-7.8	0.8
November	19.0	41.5	11.5	-23.9	44.6	-16.6	33.5	11.1	20.4	25.6	7.1
<i>1996—</i> February	4.4	34.1	-21.7	-0.7	-4.0	-13.1	-35.8	19.2	4.4	3.7	9.6
<i>Change (annual)</i>											
<i>1996—</i> February	-9.6	63.5	-8.1	-17.1	20.3	-30.7	23.9	-14.9	5.9	6.0	11.0

(a) See paragraphs 18 to 23 of the Explanatory Notes. (b) See paragraph 19 of the Explanatory Notes.

TABLE 1. TOTAL JOB VACANCIES : PRIVATE AND PUBLIC SECTORS, STATES AND TERRITORIES—*continued*

Reference date	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.	Original series		Seasonally adjusted	Trend series	
										TOTAL				
— '000 —														
1994— 18 November	29.3	12.8	9.4	* 4.5	6.5	* 1.6	0.6	1.4	66.0	65.6	63.2			
1995— 17 February	24.1	13.5	9.5	2.5	4.8	1.0	0.6	1.3	57.2	57.1	60.8			
19 May	23.9	10.2	6.1	3.3	6.2	* 1.7	1.0	1.3	53.7	59.1	57.6			
18 August	32.0	10.6	9.3	2.5	4.9	* 0.8	1.0	0.8	62.0	57.2	57.1			
17 November	25.4	12.0	6.8	1.5	6.9	* 1.1	1.0	1.4	56.1	55.6	58.6			
1996— 16 February	26.8	16.7	7.2	2.7	7.0	* 1.0	0.9	* 1.6	63.9	63.8	60.5			
<i>Standard errors(a)</i>														
1996— February														
Level	3.1	2.5	1.1	0.5	1.2	0.3	0.1	0.5	4.4	(b)	(b)			
Change (quarterly)	3.5	2.2	1.4	0.5	1.4	0.3	0.2	0.4	4.6	(b)	(b)			
<i>Change (quarterly)</i>														
1995— February	-17.6	5.3	1.6	-45.0	-26.7	35.8	-7.6	-5.4	-13.3	-13.1	-3.7			
May	-0.7	-24.5	-35.6	34.7	30.9	62.2	77.7	-2.7	-6.1	3.7	-5.4			
August	33.8	3.9	52.0	-23.2	-21.5	-50.8	-3.8	-35.2	15.3	-3.3	-0.9			
November	-20.6	13.2	-26.8	-39.4	41.2	28.7	-2.1	65.2	-9.6	-2.8	2.6			
1996— February	5.6	39.4	5.4	76.8	0.5	-7.0	-2.0	16.0	14.0	14.8	3.3			
<i>Change (annual)</i>														
1996— February	11.4	23.8	-24.4	10.8	45.9	-4.4	63.8	20.8	11.7	11.9	-0.6			

(a) See paragraphs 18 to 23 of the Explanatory Notes. (b) See paragraph 19 of the Explanatory Notes.

TABLE 2. JOB VACANCIES : INDUSTRY, AUSTRALIA—ORIGINAL  
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Industry (a)	Reference date						Standard error(b)	
	1994		1995		1996			
	18 Nov.	17 Feb.	19 May	18 Aug.	17 Nov.	16 Feb.		
Mining	0.9	1.1	1.2	* 1.4	1.2	1.4	0.1	
Manufacturing	10.8	10.0	5.9	8.5	5.8	9.1	1.5	
Electricity, gas and water supply	0.2	0.2	0.2	0.2	0.3	0.2	0.0	
Construction	* 5.5	* 0.9	* 3.5	* 1.7	* 0.7	* 2.8	1.5	
Wholesale trade	* 5.7	3.1	4.4	4.0	2.6	3.7	0.9	
Retail trade	10.2	* 8.4	7.1	12.3	6.4	10.9	2.2	
Accommodation, cafes and restaurants	4.7	3.1	3.5	2.9	4.1	3.5	0.5	
Transport and storage	* 1.7	* 2.3	* 0.9	* 1.3	* 1.2	1.5	0.3	
Communication services	* 0.2	0.2	0.2	0.2	0.2	0.3	0.0	
Finance and insurance	2.4	2.6	4.6	4.4	3.7	3.2	0.7	
Property and business services	* 6.1	4.0	* 5.7	* 9.2	* 9.9	7.2	1.8	
Government administration and defence(c)	3.7	3.4	3.4	3.3	3.8	3.3	0.2	
Education	2.9	3.5	2.8	2.0	3.2	4.5	0.9	
Health and community services	5.6	8.4	6.0	7.3	5.5	5.8	0.7	
Cultural and recreational services	* 1.8	* 1.4	* 1.1	1.7	* 3.0	1.8	0.4	
Personal and other services	* 3.6	* 4.5	* 3.1	* 1.5	* 4.3	* 4.7	1.9	
All industries	66.0	57.2	53.7	62.0	56.1	63.9	4.4	

(a) Industry information is classified according to ANZSIC. For more information see paragraphs 14 to 17 of the Explanatory Notes. (b) Relates only to latest level estimate. See paragraphs 18 to 23 of the Explanatory Notes. (c) Excludes permanent defence forces.

**TABLE 3. JOB VACANCY RATES, STATES AND TERRITORIES — ORIGINAL  
(per cent)**

<i>Reference date</i>	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Aust.</i>
<i>1994—</i> 18 November	1.32	0.76	0.93	0.90	1.12	* 1.05	0.94	1.01	1.04
<i>1995—</i> 17 February	1.11	0.82	0.95	0.54	0.83	* 0.68	0.99	0.96	0.92
19 May	1.06	0.60	0.62	0.75	1.08	* 1.08	1.65	0.91	0.85
18 August	1.39	0.64	0.92	0.60	0.87	* 0.55	1.55	0.60	0.98
17 November	1.08	0.73	0.62	0.34	1.15	* 0.67	1.39	0.96	0.86
<i>1996—</i> 16 February	1.14	0.96	0.67	0.59	1.12	* 0.61	1.34	* 1.16	0.97
<i>Standard errors(a)</i>									
<i>1996—</i> February									
Level	0.12	0.14	0.10	0.11	0.19	0.15	0.17	0.36	0.06
Change (quarterly)	0.15	0.13	0.13	0.11	0.23	0.16	0.26	0.29	0.07
<i>Change (quarterly)</i>									
<i>1995—</i> February	-15.6	7.3	1.9	-40.2	-26.3	-35.1	5.4	-4.1	-11.3
May	-4.4	-27.0	34.9	39.5	30.6	59.2	65.9	-5.8	-8.0
August	30.8	7.5	48.8	-20.3	-18.9	-49.1	-6.0	-33.8	15.8
November	-22.5	12.7	-32.9	-43.9	32.0	22.2	-10.2	58.8	-13.0
<i>1996—</i> February	5.6	33.0	9.1	76.3	-2.6	-9.4	-3.8	21.0	12.9
<i>Change (annual)</i>									
<i>1996—</i> February	2.5	17.6	-29.1	9.9	36.1	-10.2	34.6	19.9	4.7

(a) See paragraphs 18 to 23 of the Explanatory Notes.

TABLE 4. OVERTIME : STATES AND TERRITORIES

Reference period - pay period ending on or before	Original series									Seasonally adjusted	Trend series		
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.				
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE													
—hours—													
1994— 18 November	1.28	1.58	1.25	1.17	1.70	1.15	1.54	0.60	1.37	1.29	1.29		
1995— 17 February	1.13	1.39	1.21	1.10	1.28	1.05	0.82	0.47	1.21	1.23	1.24		
19 May	1.18	1.32	1.16	1.17	1.22	0.86	0.89	0.51	1.19	1.20	1.18		
18 August	1.12	1.09	1.08	1.04	1.28	0.82	0.92	0.49	1.09	1.14	1.14		
17 November	1.15	1.27	1.05	0.95	1.34	0.94	1.11	0.50	1.15	1.08	1.12		
1996— 16 February	1.10	1.29	1.06	0.87	1.25	0.91	1.63	0.45	1.13	1.15	1.11		
<i>Standard errors(a)</i>													
1996— February	0.08	0.12	0.10	0.07	0.09	0.12	0.26	0.05	0.05	(b)	(b)		
Level Change (quarterly)	0.07	0.09	0.08	0.09	0.06	0.11	0.14	0.03	0.04	(b)	(b)		
<i>Change (quarterly)</i>													
— per cent —													
1995— February	-11.4	-12.0	-2.7	-6.1	-24.9	-8.8	-46.5	-22.1	-11.9	4.6	-3.7		
May	4.0	-5.4	-4.3	7.0	-4.8	-18.6	7.4	10.3	-1.3	-2.7	-4.8		
August	-4.8	-17.2	-7.4	-11.6	5.5	-3.9	3.9	-5.6	-8.3	-5.0	-3.7		
November	2.5	16.2	2.1	-8.7	4.3	14.4	20.6	3.8	5.0	-5.0	-1.9		
1996— February	-4.4	2.3	1.0	-7.8	-6.3	3.4	46.7	-11.5	-1.3	6.9	-0.2		
<i>Change (annual)</i>													
1996— February	-2.9	-6.9	12.4	-20.5	-1.9	-13.6	97.5	-4.4	-6.2	-6.2	-10.2		

(a) See paragraphs 18 to 23 of the Explanatory Notes. (b) See paragraph 19 of the Explanatory Notes.

TABLE 4. OVERTIME : STATES AND TERRITORIES—*continued*

Reference period - pay period ending on or before	Original series								Seasonally adjusted	Trend series
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.	Australia
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME										
— hours —										
<i>1994—</i>										
18 November	7.44	8.28	6.29	6.68	8.54	6.92	10.71	6.19	7.53	7.30
<i>1995—</i>										
17 February	7.23	7.90	6.70	6.74	7.92	6.64	7.23	5.52	7.32	7.28
19 May	7.10	7.49	6.65	7.02	8.05	5.91	6.84	5.46	7.16	7.17
18 August	6.95	6.93	6.20	6.54	7.96	5.73	6.22	5.66	6.83	7.09
17 November	7.00	7.10	6.03	6.64	8.15	6.42	8.56	5.69	6.92	6.71
<i>1996—</i>										
16 February	7.28	7.37	6.28	6.33	8.02	6.45	8.94	5.37	7.13	7.09
<i>Standard errors(a)</i>										
<i>1996—</i>										
February										
Level	0.22	0.36	0.25	0.27	0.36	0.31	0.89	0.35	0.14	(b)
Change (quarterly)	0.24	0.29	0.40	0.33	0.32	0.35	0.60	0.24	0.15	(b)
<i>Change (quarterly)</i>										
<i>1995—</i>										
February	-2.8	-4.6	6.5	0.8	-7.2	-4.0	-32.5	-10.8	-2.8	-0.2
May	-1.9	-5.2	-0.7	4.1	1.6	-11.0	-5.4	-1.1	-2.2	-1.6
August	-2.1	-7.6	-6.8	-6.9	-1.1	-3.1	-9.2	3.7	-4.7	-1.1
November	0.7	2.5	-2.7	1.7	2.4	12.0	37.7	0.6	1.4	-5.4
<i>1996—</i>										
February	3.9	3.9	4.2	-4.8	-1.6	0.4	4.5	-5.6	2.9	5.7
<i>Change (annual)</i>										
<i>1996—</i>										
February	0.6	-6.7	-6.2	-6.1	1.3	-2.9	23.6	-2.7	-2.7	-4.9
PERCENTAGE OF EMPLOYEES WORKING OVERTIME										
— per cent —										
<i>1994—</i>										
18 November	17.16	19.07	19.84	17.49	19.92	16.66	14.39	9.68	18.17	17.62
<i>1995—</i>										
17 February	15.64	17.60	18.13	16.29	16.14	15.84	11.40	8.45	16.47	16.88
19 May	16.57	17.56	17.48	16.73	15.12	14.48	12.93	9.42	16.61	16.68
18 August	16.11	15.72	17.37	15.87	16.12	14.36	14.80	8.58	15.98	16.02
17 November	16.40	17.83	17.48	14.25	16.41	14.66	12.96	8.85	16.55	16.11
<i>1996—</i>										
16 February	15.10	17.55	16.94	13.80	15.63	14.10	18.21	8.30	15.87	16.28
<i>Standard errors(a)</i>										
<i>1996—</i>										
February										
Level	0.87	1.09	1.45	0.90	0.92	1.77	1.74	0.80	0.50	(b)
Change (quarterly)	1.03	0.93	1.04	0.97	0.77	1.33	1.28	0.40	0.49	(b)
<i>Change (quarterly)</i>										
<i>1995—</i>										
February	-8.9	-7.7	-8.6	-6.9	-19.0	-5.0	-20.8	-12.7	-9.4	-4.2
May	5.9	-0.3	-3.6	2.7	-6.3	-8.6	13.5	11.5	0.9	-1.2
August	-2.8	-10.5	-0.6	-5.1	6.6	-0.8	14.4	-9.0	-3.8	-3.9
November	1.8	13.4	0.6	-10.2	1.8	2.1	-12.4	3.2	3.6	0.2
<i>1996—</i>										
February	-7.9	-1.6	-3.1	-3.1	-4.7	-3.9	40.5	-6.2	-4.1	1.4
<i>Change (annual)</i>										
<i>1996—</i>										
February	-3.4	-0.3	-6.6	-15.3	-3.1	-11.0	59.8	-1.7	-3.6	-5.6

(a) See paragraphs 18 to 23 of the Explanatory Notes. (b) See paragraph 19 of the Explanatory Notes.

TABLE 5. OVERTIME : INDUSTRY, AUSTRALIA — ORIGINAL

Industry (a)	Reference period - pay period ending on or before						Standard error(b)	
	1994		1995		1996			
	18 Nov.	17 Feb.	19 May	18 Aug.	17 Nov.	16 Feb.		
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE								
Mining	4.85	4.81	4.59	4.11	4.39	4.03	0.50	
Manufacturing	3.35	2.93	2.77	2.42	2.61	2.47	0.27	
Electricity, gas and water supply	2.30	2.11	2.12	2.17	2.02	2.33	0.06	
Construction	3.32	2.06	2.66	2.33	2.45	2.64	0.34	
Wholesale trade	1.09	1.17	0.96	0.85	0.97	1.32	0.26	
Retail trade	0.62	0.52	0.55	0.55	0.62	0.53	0.07	
Accommodation, cafes and restaurants	0.23	0.24	0.21	0.21	0.25	0.23	0.03	
Transport and storage	3.11	2.95	2.93	3.14	2.86	3.03	0.34	
Communication services	2.21	1.93	2.58	2.23	2.34	1.71	0.03	
Finance and insurance	0.60	0.54	0.51	0.51	0.46	0.36	0.03	
Property and business services	0.73	0.66	0.66	* 0.72	0.73	0.55	0.08	
Government administration and defence(c)	0.89	0.71	0.71	0.64	0.72	0.75	0.04	
Education	0.14	0.10	0.13	0.13	0.13	0.11	0.01	
Health and community services	0.44	0.46	0.45	0.45	0.41	0.42	0.03	
Cultural and recreational services	0.50	0.47	0.58	0.62	0.49	0.42	0.10	
Personal and other services	1.09	1.23	1.24	0.99	0.88	1.06	0.24	
All industries	1.37	1.21	1.19	1.09	1.15	1.13	0.05	
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME								
Mining	11.16	11.70	11.55	10.82	11.68	10.71	0.54	
Manufacturing	8.51	8.36	8.28	7.82	7.80	8.07	0.31	
Electricity, gas and water supply	7.92	7.61	7.61	7.81	7.56	8.23	0.25	
Construction	11.07	9.60	10.24	9.11	9.15	9.85	0.79	
Wholesale trade	6.84	7.24	6.53	5.75	6.43	6.95	0.61	
Retail trade	4.94	4.61	5.04	5.08	5.06	4.79	0.38	
Accommodation, cafes and restaurants	4.49	4.62	4.74	4.17	4.95	3.80	0.36	
Transport and storage	8.58	8.30	8.05	8.76	8.93	8.65	0.39	
Communication services	6.87	6.67	7.65	6.54	7.11	5.10	0.15	
Finance and insurance	3.45	3.59	3.01	3.24	3.32	3.19	0.09	
Property and business services	7.36	6.91	5.77	6.44	5.42	6.19	0.40	
Government administration and defence(c)	6.05	5.42	5.09	4.79	5.13	5.53	0.21	
Education	6.40	7.00	6.06	5.83	5.51	6.29	0.36	
Health and community services	5.28	5.90	5.51	5.13	5.16	5.52	0.21	
Cultural and recreational services	5.40	5.94	6.68	5.93	5.45	6.20	1.11	
Personal and other services	6.24	7.43	6.97	5.74	6.09	6.65	0.52	
All industries	7.53	7.32	7.16	6.83	6.92	7.13	0.14	
PERCENTAGE OF EMPLOYEES WORKING OVERTIME								
Mining	43.45	41.12	39.77	38.02	37.62	37.65	3.37	
Manufacturing	39.34	35.10	33.43	30.95	33.47	30.66	1.52	
Electricity, gas and water supply	29.11	27.65	27.84	27.73	26.72	28.28	0.63	
Construction	30.00	21.49	25.95	25.61	26.78	26.79	3.12	
Wholesale trade	15.86	16.20	14.75	14.78	15.07	19.05	2.80	
Retail trade	12.54	11.20	10.89	10.89	12.33	10.96	1.10	
Accommodation, cafes and restaurants	5.06	5.27	4.48	5.03	5.10	5.97	0.92	
Transport and storage	36.27	35.54	36.37	35.83	32.04	35.02	2.97	
Communication services	32.15	28.93	33.73	34.11	32.92	33.56	1.11	
Finance and insurance	17.48	14.98	17.03	15.88	13.79	11.12	0.80	
Property and business services	9.86	9.58	* 11.48	11.19	13.41	8.96	1.18	
Government administration and defence(c)	14.66	13.10	13.93	13.29	14.00	13.48	0.52	
Education	2.15	1.38	2.18	2.17	2.34	1.72	0.27	
Health and community services	8.28	7.87	8.21	8.77	7.96	7.65	0.48	
Cultural and recreational services	9.29	7.95	8.64	10.39	8.91	6.77	0.81	
Personal and other services	17.51	16.50	17.72	17.28	14.42	16.01	2.64	
All industries	18.17	16.47	16.61	15.98	16.55	15.87	0.50	

(a) Industry information is classified according to ANZSIC. For more information see paragraphs 14 to 17 of the Explanatory Notes. (b) Relates only to latest level estimate. See paragraphs 18 to 23 of the Explanatory Notes. (c) Excludes permanent defence forces.

## EXPLANATORY NOTES

### **Introduction**

This survey contains estimates of job vacancies and overtime for February 1996 based on information obtained from a sample survey of employers.

### **Scope of the survey**

2. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- members of the Australian permanent defence forces;
- employees of enterprises primarily engaged in agriculture, forestry and fishing;
- employees in private households employing staff;
- employees of overseas embassies, consulates, etc.;
- employees based outside Australia;
- employees on workers' compensation who are not paid through the payroll.

3. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- directors who are not paid a salary;
- proprietors/partners of unincorporated businesses;
- self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

4. All vacancies (as defined in the Glossary) for wage and salary earners are represented in the survey, except those:

- in the Australian permanent defence forces;
- in enterprises primarily engaged in agriculture, forestry and fishing;
- in private households employing staff;
- in overseas embassies, consulates, etc.;
- located outside Australia.

### **Survey design**

5. A sample of approximately 4,800 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The sample is updated each quarter to take account of new businesses, those which have ceased operation and structural changes such as takeovers and mergers. The statistical unit for the survey comprises all activities of an employer in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the business in the State or Territory. In a small number of cases where a business has a significant number of employees in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, industry and size of employment and a simple random sample is selected from each stratum.

### **Historical series**

6. The series were introduced with the November 1983 survey. They replace the previous job vacancy and overtime series based on information from a sample of employers registered to pay payroll tax and from govern-

ment organisations. Estimates contained in this publication are not strictly comparable with those obtained prior to November 1983.

### **Seasonal adjustment**

7. Seasonal adjustment is a means of removing the estimated effect of normal seasonal variation from the series so that the effects of other influences can be more clearly recognised. Seasonal adjustment does not remove the irregular or non-seasonal influences which may be present in any particular period. Volatile or unsystematic influences may still affect the interpretation of movement in the series, even after adjustment for seasonal variation. This means that quarter-to-quarter movements of seasonally adjusted estimates may not be reliable indicators of trend behaviour.

8. The series have been seasonally adjusted from February 1984 and the historical series can be made available on request. The seasonal factors are reviewed annually to take account of each additional year's original data. The most recent review took place in November 1995, and revisions to the series are shown in this publication. The next review will be implemented with the November 1996 survey.

9. Details about the method of seasonal adjustment of these series are available on request.

### **Trend estimates**

10. The ABS considers that trend estimates provide a more reliable guide to the underlying direction of the data, and are more suitable than either the seasonally adjusted or original data for most business decisions and policy advice.

11. The trend estimates in this publication, obtained by dampening out the irregular component from the seasonally adjusted series, are calculated using a centred 7-term Henderson moving average of the seasonally adjusted series. Estimates for the three most recent quarters cannot be calculated using this centred average method; instead an asymmetric average is used. This can lead to revisions in the trend estimates for the last three quarters when data become available for later quarters. Revisions of trend estimates will also occur with revisions to the original data and re-estimation of seasonal adjustment factors. The seasonal factors are revised annually. The most recent review took place in November 1995. See paragraph 8 above.

12. If a series is highly volatile then the trend estimates will be subject to greater revision for the latest few quarters as data become available. However, it is important to note that this does not make the trend series inferior to the seasonally adjusted or original series. In such cases the effect of the irregular component on overall movements will remain in the seasonally adjusted and the original estimates but not in the trend series.

13. For further information, see *A Guide to Interpreting Time Series - Monitoring Trends: an Overview* (1348.0) or contact the Assistant Director, Time Series Analysis on (06) 252 6345.

Two feature articles which have appeared in the ABS monthly publication *Australian Economic Indicators* (1350.0) may also be of interest:

- *Picking Turning Points in the Economy* (April 1991); and
- *Smarter Data Use* (March 1992).

#### New industry classification

14. From the August 1994 issue of this publication, industry information shown in Tables 2 and 5 is classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC) - for more details refer to *Australian and New Zealand Standard Industrial Classification, 1993*, (1292.0). It replaces the Australian Standard Industrial Classification (ASIC), which had been in use for many years.

#### Historical ANZSIC estimates

15. Previously published ASIC industry estimates have been recompiled on an equivalent ANZSIC basis from May 1994 back to May 1993. The historical ANZSIC estimates were produced by recoding survey unit data from ASIC to ANZSIC.

#### Survey design changes due to ANZSIC

16. With the introduction of ANZSIC for the August 1994 survey, a new sample design was introduced. This resulted in a higher than normal proportion of newly selected units in the sample, causing higher than normal standard errors on estimated May 1994 to August 1994 movements. Hence caution should be used when comparing movements of job vacancies and overtime between these two quarters and movements between previous and subsequent quarters in the series.

17. For further information see paragraphs 14 to 19 in the Explanatory Notes in the August 1994 issue of this publication.

#### Reliability of estimates

18. As the estimates in this publication are based on information relating to a sample of employers rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the figures that would have been produced if the information had been obtained from all employers. This difference, called sampling error, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as non-sampling error and may occur in any enumeration, whether it be a full count or sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing.

19. The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the standard error which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true' figure). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors. No separate standard errors are calculated for seasonally adjusted and trend estimates.

20. An example of the use of a standard error on levels is as follows. If the estimated number of job vacancies was 25,000 with a standard error of 2,500, then there would be about two chances in three that a full enumera-

tion would have given a figure in the range 22,500 to 27,500 and about nineteen chances in twenty that it would be in the range 20,000 to 30,000.

21. An example of the use of a standard error for a quarterly change estimate is as follows. If the estimated standard error for a quarterly change estimate of job vacancies was 1,000 and the quarterly change estimate between two quarters was 4,500, then there would be about two chances in three that a full enumeration would have given a quarterly change estimate in the range +3,500 to +5,500 and about nineteen chances in twenty that it would be in the range +2,500 to +6,500.

22. Quarterly movements in estimates of job vacancies and overtime are considered to be statistically significant where they exceed two standard errors.

23. Another measure of the sampling error is the relative standard error, which is obtained by expressing the standard error as a percentage of the estimate. Level estimates with a relative standard error of 25 per cent or more, denoted with an asterisk in this publication, are subject to sampling variability generally considered to be too high for most practical purposes.

#### Related publications

24. Users may also wish to refer to the following publications which are available on request:

*Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0)

*The Labour Force, Australia* (6203.0) — issued monthly

*Average Weekly Earnings, States and Australia* (6302.0) — issued quarterly

*Average Weekly Earnings, Australia 1941 - 1990* (6350.0) — issued February 1992

*Employed Wage and Salary Earners, Australia* (6248.0) — issued quarterly.

25. Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Release Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Release Advice are available from any ABS office.

#### Unpublished statistics

26. Unpublished job vacancies and overtime estimates can be made available on request for various combinations of the following variables: State/Territory, sector (public or private) and industry (broad grouping as per Table 5). It should be noted, however, that estimated lower levels of disaggregation than that published in this bulletin may be subject to sampling variability considered too high for most practical purposes. Inquiries regarding data availability and associated charges should be made to the officer whose name appears in the Inquiries box at the front of this publication.

#### Symbols and other usages

— nil or rounded to zero

\* subject to sampling variability too high for most practical purposes (see paragraph 23 above)

27. Where figures have been rounded, discrepancies may occur between sums of the component items and totals. Percentage changes in the Summary of Findings and publication tables are based on unrounded numbers and

consequently could differ from percentage changes that are calculated from the published rounded statistics.

**Forthcoming issue**

28. The May 1996 issue of *Job Vacancies and Overtime, Australia*, (6354.0) is expected to be released on 27 June 1996.

## APPENDIX A: GLOSSARY

*Average hours of overtime per employee* is calculated by dividing total overtime hours paid for in a particular group by the total number of employees in the same group (including those who were not paid for any overtime).

*Average hours of overtime per employee working overtime* is calculated by dividing total overtime hours paid for in a particular group (e.g. industry, State or Territory) by the number of employees who were paid for overtime in the same group.

*Employees* refers to all wage and salary earners (as defined in paragraphs 2 and 3 of the Explanatory Notes) who received pay for any part of the reference period.

A *job vacancy* is a job available for immediate filling on the survey reference date and for which recruitment action had been taken. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying public or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are jobs available only to persons already employed by the enterprise or organisation. This point is particularly relevant to the Australian Public Service and the Public Services of each of the States and the Territories.

Excluded are vacancies:

- of less than one day's duration;
- to be filled by persons already hired, or by promotion or transfer of existing employees;
- to be filled by employees returning from paid or unpaid leave or after industrial dispute(s);
- not available for immediate filling on the survey reference date;

- not available within the particular State or Territory to which the return relates;
- for work to be carried out under contract;
- for which no effort is being made to fill the position.

The *job vacancy rate* is calculated by expressing the number of job vacancies as a percentage of the number of employees plus vacancies.

*Overtime* is time worked in excess of award, standard or agreed hours of work for which payment is received. Excluded is any overtime for which employees would not receive payment, e.g. unpaid overtime worked by managerial, executive, etc. staff, normal shiftwork and standard hours paid for at penalty rates.

*Overtime hours* represent the number of hours of overtime paid for. Respondents are instructed not to convert overtime hours to their ordinary time equivalent. For example, 100 hours of overtime paid for at time and a half and 20 hours at double time would be counted as 120 hours, not 190.

*Reference date* for the survey is the third Friday of the middle month of the quarter. The reference date for the current survey is 16 February 1996.

*Reference period* for the survey refers to the last pay period ending on or before the reference date.

*Sector*. Public sector includes all local government authorities and government departments, agencies and authorities created by, or reporting to the Commonwealth and State Parliaments. All remaining employees are classified as private sector.

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